





TEACHING EXCELLENCE FRAMEWORK

The Teaching Excellence Framework is the core tool for holistically evaluating a teacher's effectiveness. All teachers will be evaluated based on the achievement and character gains they make with their scholars and on the quality of their instruction/planning and their core values and contributions to team.

Student Achievement	Student Character Development	Quality of Instruction and Planning	Core Values & Contributions to Team Achievement
			
Student achievement data on various assessments	Student survey on their experience in the classroom and Parent survey of relationships and character development	Essentials lesson observations (2 coach observations, 2 external observations and 1 overall score) and Principal assessment of planning and data analysis	Peer survey and principal survey of core values and contributions to team achievement

COURSES with STANDARDIZED ASSESSMENTS

Outcomes 55%			Inputs 45%			
40 points	15 points*		30 points		15 points	
Student Academic Growth Measures Up to 40 points for principal's review and Regional Superintendent verification of value-added measurements	Student Survey Up to 7.5 points for student survey results	Parent Survey Up to 7.5 points for parent survey results	Lesson Observations Up to 25 points for overall average of 4 lesson observations (2 by coach, 2 by coach + external observer) and 1 overall Essentials assessment (by coach)	Planning Assessment Up to 5 points based on principal evaluation of planning (Teachers moving from stage 4 to 5: review of portfolio by master teacher committee)	Peer Survey Up to 10 points for peer survey results measuring the teacher's core values and contribution to team	Principal Survey Up to 5 points for principal assessment of teacher's contribution to team

COURSES without STANDARDIZED ASSESSMENTS

Outcomes 35%			Inputs 65%			
20 points	15 points*		50 points		15 points	
Student Achievement Growth Measures Up to 20 points for principal's review and Regional Superintendent verification of student achievement data	Student Survey Up to 7.5 points for student survey results	Parent Survey Up to 7.5 points for parent survey results	Lesson Observations Up to 40 points for overall average of 4 lesson observations (2 by coach, 2 by coach + external observer) and 1 overall Essentials assessment (by coach)	Planning Assessment Up to 10 points based on principal evaluation of planning (or portfolio for Stage 5 only)	Peer Survey Up to 10 points for peer survey results	Principal Survey Up to 5 points for principal assessment of teacher's contribution to team achievement

*Student character development is half of the Achievement First mission and critical for the life-long success of our scholars. Therefore, a teacher's impact on student character is assessed not only through the student and parent survey, but also in lesson observations and planning and in core values and contributions to team.